

**MONTANA HUMAN RIGHTS BUREAU**  
**Fiscal Year 2010 (July 1, 2009 to June 30, 2010)**  
**Statistics in Brief**

**CASELOAD SUMMARY**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10
Cases Filed	155	171	128	149	603
Cases Closed*	140	184	185	162	671

**TYPES OF CASE CLOSURES IN ALL CASES**

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10	
<b>Predetermination Closures</b>						
Voluntary Resolution Agreements		32	28	42	33	135
Withdrawal w/ Benefits		3	5	6	2	16
Withdrawal- No Benefits		10	14	12	9	45
No Jurisdiction/Administrative Closure		0	1	6	3	13
					<b>Total</b>	<b>209</b>
<b>Investigative Findings</b>						
No Reasonable Cause Finding		68	101	92	81	342
Reasonable Cause Finding		24	49	13	29	115
					<b>Total</b>	<b>457</b>

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY10	
<b>Closures Following Reasonable Cause Finding</b>						
Successful Conciliation	21	12	14	22	69	
Unsuccessful Conciliation	5	21	8	0	34	
Hearings Discrimination Finding	0	0	5	0	5	
Other <sup>†</sup>	0	0	0	12	12	
					<b>Total</b>	<b>120</b>

\* "Cases Closed" includes all Predetermination Closures, No Reasonable Cause Findings, and Closures Following Reasonable Cause Finding.

† "Other Closures" includes dismissal on the basis of failure to locate charging party; dismissal due to charging party filing suit in district court; charging party failure to cooperate.

### TYPE OF RESPONDENT- All Cases Filed

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10
Private Employers	113	117	85	97	397
State & Local Government	16	36	37	36	125
Elementary/Secondary Schools	7	8	1	9	25
Colleges/ Universities	2	5	4	3	14
Housing	19	10	4	8	42

### AREA OF ALLEGED DISCRIMINATION- All Cases Filed

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10
Employment	111	146	110	111	478
Housing	19	10	5	8	42
Government Services	11	5	11	21	48
Insurance	0	2	0	0	2
Public Accommodations	13	4	2	6	25
Education	1	4	0	3	8

### BASIS OF ALLEGED DISCRIMINATION\*- All Cases

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10
Disability	68	68	55	72	263
Retaliation	40	44	36	39	159
Sex- Female	33	31	22	28	114
Age	49	42	31	20	94
Race- Native American	8	7	6	10	31
Sex- Male	6	11	4	6	27
Pregnancy	6	8	6	2	22
Race- Black	3	3	3	9	18
Marital Status	8	7	3	2	20
Religion	8	3	5	4	20
Race- White	1	13	4	1	19
Familial Status	8	0	4	2	14
National Origin	1	4	1	7	13
Creed	0	4	7	0	11
Color	2	1	1	4	8
Political Belief	3	2	3	0	8
Race- Other	0	0	0	1	1

\*Allegations total more than 100% of total cases filed because some cases allege more than one basis

### ISSUES OF ALLEGED DISCRIMINATION\*- All Cases

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10
Discharge/ Constructive Discharge	60	76	59	74	269
Discipline/Suspension	13	6	6	7	32
Demotion	4	2	5	7	18
Wages	1	5	7	3	16
Terms/Conditions	38	48	29	26	141
Sexual Harassment	16	20	15	11	62
Hiring/Reinstatement	22	12	19	16	69
Reasonable Accommodation	37	30	31	25	123
Promotion	1	3	0	1	5
Maternity Leave	1	1	1	0	3
Harassment	24	28	9	14	75
Other	15	11	17	28	121

\*Issues total more than 100% of total cases filed because some cases allege more than one issue.

### BASIS OF ALLEGED DISCRIMINATION\* – Employment Cases Filed

	1 <sup>st</sup> Qtr	2 <sup>nd</sup> Qtr	3 <sup>rd</sup> Qtr	4 <sup>th</sup> Qtr	Total FY 10
Sex- Female	33	31	21	23	108
Pregnancy	6	8	6	2	22
Sex- Male	6	11	4	6	27
Age	22	19	29	18	88
Disability	40	50	46	51	187
Marital Status	8	7	3	2	20
Political Belief	3	2	3	0	8
Religion	1	3	5	2	11
National Origin	1	4	1	6	12
Race- Native American	2	4	4	3	13
Race- Black	0	1	3	7	11
Race- Other	1	13	1	2	17
Color	2	1	1	4	8
Creed	0	0	3	0	3
Retaliation	33	44	33	27	140

\*Allegations total more than 100% of total cases filed because some cases allege more than one basis

## BASIS OF ALLEGED DISCRIMINATION\*- Housing Cases Filed

	Total FY 10
Sex- Female	1
Sex- Male	1
Age	6
Disability	47
Marital Status	5
Familial Status	19
Religion	1
Race- Native American	2
Race- Black	5
Race- Other	1
Creed	1
Retaliation	2

\*Allegations total more than 100% of total cases filed because some cases allege more than one basis.

## TYPES OF CASE CLOSURES- Housing Cases Closed

	Total FY 10
<b>Predetermination Closures</b>	
Voluntary Resolution Agreements	18
Withdrawal w/ Benefits	0
Withdrawal No Benefit	4
No Jurisdiction	1
<b>Investigative Findings</b>	
No Cause Findings	23
Cause Finding	16
<b>Closures Following Reasonable Cause Finding</b>	
Conciliation after Cause Finding	2
Cause Finding at Hearings	4
Charging Party Filed in District Court	6
<b>Total Housing Closures</b>	<b>58</b>